

FILED

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2009 DEC 18 PM 3:08

CLERK U.S. DISTRICT COURT  
CENTRAL DIST. OF CALIF.  
LOS ANGELES

BY \_\_\_\_\_

6 Attorneys for Plaintiff Patrick J. Couchois

7  
8 UNITED STATES DISTRICT COURT  
9 CENTRAL DISTRICT OF CALIFORNIA

10 SACV09-01500 DOC (ANX)

11 PATRICK J. COUCHOIS, an  
individual,

12 Plaintiff,

13 vs.

14 CRYSTAL CATHEDRAL  
15 MINISTRIES, a California Corporation;  
16 and DOES 1 through 10, inclusive,

17 Defendants.

} Case No.

} COMPLAINT FOR DAMAGES  
FOR:

1. WRONGFUL TERMINATION  
IN VIOLATION OF PUBLIC  
POLICY
2. RACE DISCRIMINATION  
UNDER TITLE VII
3. RACE DISCRIMINATION  
UNDER 42 USC §1981
4. NATIONAL ORIGIN  
DISCRIMINATION UNDER  
TITLE VII
5. NATIONAL ORIGIN  
DISCRIMINATION UNDER  
42 USC §1981
6. AGE DISCRIMINATION  
UNDER THE ADEA

21 DEMAND FOR JURY TRIAL

22  
23 Plaintiff Patrick J. Couchois, based upon personal knowledge as to all acts or  
events that plaintiff has undertaken or witnessed, and upon information and  
belief as to all others, complains and alleges as follows:

24  
25 OVERVIEW OF THE CASE

26 This is an action under Title VII of the Civil Rights Act of 1964, as amended,

1 codified at 42 U.S.C. 20003 *et seq.* ("Title VII"), 42 USC §1981, and the Age  
 2 Discrimination in Employment Act, as amended, codified at 29 U.S.C. 621 *et seq.*  
 3 ("ADEA") to correct unlawful employment practices on the basis of national  
 4 origin (American), race (White), and age (59), and to provide appropriate relief to  
 5 Plaintiff.

6 Plaintiff alleges that Defendant Crystal Cathedral Ministries ("Crystal  
 7 Cathedral" or "Defendant") subjected Plaintiff Patrick J. Couchois ("Couchois"  
 8 or "Plaintiff") to unlawful employment practices on the basis of his national  
 9 origin (American), race (White) and age (59). More specifically, Plaintiff was  
 10 discriminated against, as a result of the willful, reckless or negligent conduct of  
 11 Defendant, on the basis of his national origin (American), race (White) and age  
 12 (59) in violation of Title VII in the terms and conditions of employment and  
 13 retention of position.

#### JURISDICTION AND VENUE

14 1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 1331  
 15 and 1337. This action is brought pursuant to Title VII of the Civil Rights Act of  
 16 1964, as amended, ("Title VII"), 42 USC §1981 ("Section 1981"), and the Age  
 17 Discrimination in Employment Act, 29 U.S.C. 621 *et seq.* ("ADEA").

18 2. The employment practices alleged to be unlawful were committed in  
 19 the City of Garden Grove, County of Orange, and within the jurisdiction of the  
 20 United States District Court for the Central District of California.  
 21

#### PARTIES

22 3. Plaintiff Patrick J. Couchois is an individual residing in the County  
 23 of Los Angeles, State of California.

24 4. Plaintiff is informed and believes and thereon alleges that Defendant  
 25 Crystal Cathedral Ministries is and at all times mentioned herein was a California  
 26 corporation, licensed and authorized to transact business in the jurisdiction of  
 27 the United States District Court for the Central District of California.  
 28

1       5. At all relevant times, Defendant, by its agents, has continuously  
2 been an employer engaged in an industry affecting commerce, within the  
3 meaning of Section 701(b), (g) and (h) of Title VII, 42 U.S.C. §2000e(b), (g) and  
4 (h).

5       6. At all relevant times, Defendant has continuously employed twenty  
6 (20) or more persons. At all relevant times, Crystal Cathedral was covered under  
7 applicable Federal employment anti-discrimination laws.

8       7. The true names and capacities of defendants named herein as Does 1  
9 to 10 inclusive, whether individual, corporate, associate, or otherwise, are  
10 unknown to plaintiff who therefore sues such defendants under fictitious names  
11 as Does 1 through 10. Plaintiff reserves the right to amend the complaint and to  
12 name the Does individually or corporately as they become known. Plaintiff is  
13 informed and believes, and thereon alleges, that these defendants, Does 1 through  
14 10, are in some manner or capacity, and to some degree, legally responsible and  
15 liable for the wrongs of which Plaintiff complains. Plaintiff will amend this  
16 complaint to allege the true names and capacities of these Doe defendants once  
17 they are ascertained. On information and belief, Plaintiff makes all allegations  
18 contained in this complaint against all defendants, including Does 1 through 10  
19 inclusive.

20       8. At all times mentioned and with respect to the specific matters  
21 alleged in this complaint, plaintiff is informed and believes that each defendant  
22 was a parent, subsidiary, affiliate, alter ego, partner, agent, licensee, employee,  
23 employer, controlling licensor, principal, and/or joint venturer of each of the  
24 remaining defendants, and was at all times acting within the course and scope of  
25 such agency, service, employment, control and/or joint venture, and each  
26 defendant has ratified, approved, profited from and/or authorized the acts of  
27 each of the remaining defendants and/or failed to prevent such acts when having  
28 the power and/or duty to do so, with full knowledge of said acts. Whenever and

1 wherever reference is made in this Complaint to any act by a Defendant, such  
2 allegations and reference shall also be deemed to mean the acts of each Defendant  
3 acting individually, jointly, and/or severally.

4 PRELIMINARY FACTS COMMON TO ALL CLAIMS

5 9. More than thirty days prior to the institution of this lawsuit,  
6 Plaintiff filed charges with the Equal Employment Opportunity Commission  
7 alleging violations of Title VII and ADEA by Defendant. Plaintiff received his  
8 Notice of Suit Rights from the Commission, with a mail date of November 12,  
9 2009. All required conditions precedent to the institution of this lawsuit have  
10 been fulfilled.

11 10. Defendant Crystal Cathedral is "the home base for the international  
12 Crystal Cathedral Ministries, including a congregation of over 10,000 members  
13 and the internationally televised 'Hour of Power.'" See  
14 [www.crystalcathedral.org](http://www.crystalcathedral.org) For all times relevant to this action, Plaintiff worked  
15 in the County of Orange at the Garden Grove, California headquarters of  
16 Crystal Cathedral.

17 11. Plaintiff Patrick Couchois is fifty-nine (59) years old. Mr. Couchois  
18 was employed by Crystal Cathedral as a Television Editor for twenty-one (21)  
19 years, beginning his career with the company in September 1988. He has had a  
20 stellar career and did not receive any discipline or negative reviews regarding his  
21 performance.

22 12. On June 19, 2009, Mr. Couchois was informed by Peter Richardson,  
23 Mr. Couchois' supervisor (at the direct of Jim Penner, Executive Producer of the  
24 "Hour of Power" television show), that he was "out" and that he was being  
25 replaced by a new hire, a Spanish-speaking editor because the show's marketing  
26 strategy would be geared to the Spanish speaking community.

27 13. Mr. Couchois had edited Spanish-language television shows in his  
28 career without complaint regarding the final product, even though he could not

1 speak Spanish fluently. Mr. Couchois was qualified to continue in the same  
 2 position without issue. The fact that Mr. Couchois was not fluent in the Spanish  
 3 language did not materially interfere with his job performance.

4       14. Crystal Cathedral posted Mr. Couchois' job position online after his  
 5 termination stating that applicants must be bilingual English/Spanish. Mr.  
 6 Couchois was not given an opportunity to test, train, or compete to show he  
 7 could meet the new, stated duties to the extent Defendant truly perceived Mr.  
 8 Couchois as being unable to perform the job under the new terms. The new  
 9 requirement which is inherently unlawful, was actually a pretext to serve as a  
 10 basis to terminate Plaintiff.

11       15. In addition, Crystal Cathedral television executives regularly made  
 12 remarks to Plaintiff about older people. Plaintiff is informed and believes and  
 13 based thereon alleges that his position was filled by a substantially younger  
 14 employee. Mr. Couchois is an older worker as defined under the ADEA.

15       16. Defendant engaged in unlawful employment practices in violation of  
 16 Title VII, Section 1981 and the ADEA by discriminating against Plaintiff on the  
 17 basis of his national origin (American), race (White), and age (59). Plaintiff  
 18 invokes the state and federal public policy prohibiting national origin  
 19 discrimination because Defendant's "Spanish-is-a-requirement" policy is akin to  
 20 unlawful "English-only" policies. Defendant does not have a justifiable business  
 21 necessity for Spanish language as a requirement for Plaintiff's editing job.  
 22 Defendant discriminated against Plaintiff by terminating his employment for the  
 23 unlawful reasons set forth herein.

24       17. The effect of the intentional, reckless or negligent actions  
 25 complained of above has been to deprive Plaintiff of equal employment  
 26 opportunities and otherwise adversely affect his status as an employee on the  
 27 basis of his national origin, race and age.

28       18. The unlawful employment practices and conduct complained of

above were done with malice, with reckless indifference to the federally protected rights of Plaintiff and resulted in injury to Plaintiff.

19. As a direct and proximate result of Defendant's aforesaid acts, Plaintiff has suffered emotional pain, suffering, inconvenience, loss of employment, humiliation and other damages, according to proof.

20. As a direct and proximate result of Defendant's aforesaid acts, Plaintiff has suffered a loss of earnings in an amount according to proof.

## FIRST CLAIM FOR RELIEF

(Wrongful Termination In Violation of Public Policy)

(Plaintiff against Defendant Crystal Cathedral and Does 1 through 10)

11        21. The allegations set forth in the preceding paragraphs are realleged and  
12 incorporated herein by reference.

13        22. There is a strong public policy against discrimination on the basis of  
14 age, race or national origin. Title VII, Section 1981, and the ADEA and other  
15 federal statutory schemes that protect workers against discrimination in the  
16 workplace nationwide. Title VII prohibits discrimination against Whites  
17 inasmuch as discriminatory preference for a particular group - here, Spanish-  
18 speaking employees - is prohibited. This public policy is violated when an  
19 employee is terminated based on a protected characteristic. Plaintiff is a member  
20 of protected classes based on his race, national origin and age. Defendant is  
21 charged with violating this public policy by terminating Plaintiff and taking the  
22 adverse employment actions against Plaintiff based on Plaintiff's race, national  
23 origin and age. Plaintiff invokes Title VII, Section 1981, and the ADEA as the  
24 basis for this claim for relief for discriminatory discharge in violation of public  
25 policy.

26        23. In discriminating against Plaintiff, Defendant violated the  
27 fundamental, substantial, and well-established public policies against  
28 discrimination embodied in Title VII, Section 1981, and the ADEA. Plaintiff is

1 informed and believes and thereon alleges that defendant acted with ill will and  
2 malice toward plaintiff, at least in part, in taking adverse employment actions  
3 against him for discriminatory purposes.

4       24. As a proximate result of defendant's discriminatory conduct in  
5 violation of public policy, Plaintiff has sustained and continues to sustain  
6 substantial losses in past, present and future earnings, bonuses and other  
7 employment benefits in amounts to be proven at trial, which are in excess of the  
8 Court's minimum jurisdictional limits. Plaintiff's damages include all  
9 consequential, general, and special economic damages in amounts to be proven at  
10 trial.

11        25. As a proximate result of defendant's discriminatory conduct,  
12 plaintiff has suffered and continue to suffer humiliation, emotional distress and  
13 mental and physical pain and anguish, all to his damage in a sum according to  
14 proof.

15       26. Based on defendant's retaliatory, malicious, fraudulent, and  
16 oppressive conduct, plaintiff seeks an award of punitive damages in an amount  
17 according to proof.

18       27. Plaintiff has incurred and continues to incur legal expenses and  
19 attorneys' fees. Plaintiff is presently unaware of the precise amount of said  
20 expenses and fees and prays for leave of court to amend this complaint when said  
21 amounts are more fully known to recover said expenses and fees as damages as  
22 allowed by statute.

## SECOND CLAIM FOR RELIEF

### (Race Discrimination under Title VII)

25 (Plaintiff against Defendant Crystal Cathedral and Does 1 through 10)

26        28. The allegations set forth in the preceding paragraphs are realleged and  
27 incorporated herein by reference.

28 29. The United States law prohibits discrimination in the workplace,

1 including discrimination against workers on the basis of their race. Title VII of  
 2 the Civil Rights Act of 1964 and federal statutory schemes protect workers who  
 3 have been treated unfairly or were the victims of discrimination based upon their  
 4 race. (42 USC §2000e-2(a)) Title VII also prohibits employment decisions based  
 5 on stereotypes and assumptions about abilities, traits, or the performance of  
 6 individuals of certain racial groups. (EEOC Guidelines, "Race/Color  
 7 Discrimination" (available online at [www.eeoc.gov](http://www.eeoc.gov))) Crystal Cathedral, by and  
 8 through its employees and managing agents, is charged with discriminating  
 9 against plaintiff by using plaintiff's race as a motivating factor in an adverse  
 10 employment decision, the termination of plaintiff.

11       30. As a proximate result of defendant's willful, knowing and  
 12 intentional discrimination against plaintiff, he has sustained and continues to  
 13 sustain substantial losses in earnings and other employment benefits. Plaintiff  
 14 therefore seeks to recover all wages and benefits that he would have earned if not  
 15 terminated, and wages and benefits from the present time forward in an amount  
 16 to be proven at trial.

17       31. As a proximate result of defendant's willful, intentional, and  
 18 outrageous acts of discrimination against plaintiff, he has suffered and continues  
 19 to suffer humiliation, emotional distress and mental and physical pain and  
 20 anguish, all to his damages in a sum according to proof.

21       32. Based on defendant's willful, malicious, despicable, and oppressive  
 22 acts of discrimination against plaintiff, he seeks an award of other, special  
 23 damages recoverable under Title VII, including punitive damages, in an amount  
 24 according to proof.

25       33. Plaintiff has incurred and continues to incur legal expenses and  
 26 attorneys' fees. Plaintiff is presently unaware of the precise amount of said  
 27 expenses and fees and prays for leave of court to amend this complaint when said  
 28 amounts are more fully known in order to recover said expenses and fees as

1 damages as allowed by statute.

2                   THIRD CLAIM FOR RELIEF

3                   (Race Discrimination under 42 USC §1981)

4                   (Plaintiff against Defendant Crystal Cathedral and Does 1 through 10)

5                   34. The allegations set forth in the preceding paragraphs are realleged and  
6 incorporated herein by reference.

7                   35. The United States law prohibits discrimination in the workplace,  
8 including discrimination against workers on the basis of their race. Plaintiff  
9 invokes the statutory scheme set forth at 42 USC §1981 as it prohibits racial  
10 discrimination in employment. Crystal Cathedral, by and through its employees  
11 and managing agents, is charged with discriminating against plaintiff by using  
12 plaintiff's race as a motivating factor in an adverse employment decision, the  
13 termination of plaintiff.

14                  36. As a proximate result of defendant's willful, knowing and  
15 intentional discrimination against plaintiff, he has sustained and continues to  
16 sustain substantial losses in earnings and other employment benefits. Plaintiff  
17 therefore seeks to recover all wages and benefits that he would have earned if not  
18 terminated, and wages and benefits from the present time forward in an amount  
19 to be proven at trial.

20                  37. As a proximate result of defendant's willful, intentional, and  
21 outrageous acts of discrimination against plaintiff, he has suffered and continues  
22 to suffer humiliation, emotional distress and mental and physical pain and  
23 anguish, all to his damages in a sum according to proof.

24                  38. Based on defendant's willful, malicious, despicable, and oppressive  
25 acts of discrimination against plaintiff, he seeks an award of other, special  
26 damages recoverable under 42 U.S.C. §1981, including punitive damages, in an  
27 amount according to proof.

28                  39. Plaintiff has incurred and continues to incur legal expenses and

1 attorneys' fees. Plaintiff is presently unaware of the precise amount of said  
2 expenses and fees and prays for leave of court to amend this complaint when said  
3 amounts are more fully known in order to recover said expenses and fees as  
4 damages as allowed by statute.

5 FOURTH CLAIM FOR RELIEF

6 (National Origin Discrimination under Title VII)

7 (Plaintiff against Defendant Crystal Cathedral and Does 1 through 10)

8 40. The allegations set forth for the preceding paragraphs are realleged and  
9 incorporated herein by reference.

10 41. The United States law prohibits discrimination in the workplace,  
11 including discrimination against workers on the basis of their national origin.  
12 Title VII of the Civil Rights Act of 1964 and federal statutory schemes protect  
13 workers who have been treated unfairly or were the victims of discrimination  
14 based upon their national origin. (42 USC §2000e-2(a)) "National origin" is  
15 defined by the EEOC to include the birthplace of individuals or their ancestors,  
16 as well as display of the physical, cultural, or linguistic characteristics of a  
17 particular national group. (29 CFR §§1606.1-1606.8) Plaintiff invokes the state  
18 and federal public policy prohibiting national origin discrimination because  
19 Defendant's "Spanish-is-a-requirement" policy is akin to unlawful "English-only"  
20 policies. Defendant does not have a justifiable business necessity for Spanish  
21 language as a requirement for Plaintiff's editing job. Crystal Cathedral, by and  
22 through its employees and managing agents, is charged with discriminating  
23 against plaintiff by using plaintiff's national origin as a motivating factor in an  
24 adverse employment decision, the termination of plaintiff.

25 42. As a proximate result of defendant's willful, knowing and  
26 intentional discrimination against plaintiff, he has sustained and continues to  
27 sustain substantial losses in earnings and other employment benefits. Plaintiff  
28 therefore seeks to recover all wages and benefits that he would have earned if not

terminated, and wages and benefits from the present time forward in an amount to be proven at trial.

3       43. As a proximate result of defendant's willful, intentional, and  
4       outrageous acts of discrimination against plaintiff, he has suffered and continues  
5       to suffer humiliation, emotional distress and mental and physical pain and  
6       anguish, all to his damages in a sum according to proof.

7       44. Based on defendant's willful, malicious, despicable, and oppressive  
8 acts of discrimination against plaintiff, he seeks an award of other, special  
9 damages recoverable under Title VII, including punitive damages in an amount  
10 according to proof.

11       45. Plaintiff has incurred and continues to incur legal expenses and  
12 attorneys' fees. Plaintiff is presently unaware of the precise amount of said  
13 expenses and fees and prays for leave of court to amend this complaint when said  
14 amounts are more fully known in order to recover said expenses and fees as  
15 damages as allowed by statute.

## FIFTH CLAIM FOR RELIEF

## (National Origin Discrimination under 42 USC §1981)

(Plaintiff against Defendant Crystal Cathedral and Does 1 through 10)

19       46. The allegations set forth in the preceding paragraphs are realleged and  
20 incorporated herein by reference.

21       47. The United States law prohibits discrimination in the workplace,  
22 including discrimination against workers on the basis of their national origin.  
23 Plaintiff invokes the statutory scheme set forth at 42 USC §1981 as it prohibits  
24 discrimination on the basis of national origin in employment. Crystal  
25 Cathedral, by and through its employees and managing agents, is charged with  
26 discriminating against plaintiff by using plaintiff's national origin as a motivating  
27 factor in an adverse employment decision, the termination of plaintiff.

8 48. As a proximate result of defendant's willful, knowing and

1 intentional discrimination against plaintiff, he has sustained and continues to  
2 sustain substantial losses in earnings and other employment benefits. Plaintiff  
3 therefore seeks to recover all wages and benefits that he would have earned if not  
4 terminated, and wages and benefits from the present time forward in an amount  
5 to be proven at trial.

6 49. As a proximate result of defendant's willful, intentional, and  
7 outrageous acts of discrimination against plaintiff, he has suffered and continues  
8 to suffer humiliation, emotional distress and mental and physical pain and  
9 anguish, all to his damages in a sum according to proof.

10 50. Based on defendant's willful, malicious, despicable, and oppressive  
11 acts of discrimination against plaintiff, he seeks an award of other, special  
12 damages recoverable under 42 USC §1981, including punitive damages, in an  
13 amount according to proof.

14 51. Plaintiff has incurred and continues to incur legal expenses and  
15 attorneys' fees. Plaintiff is presently unaware of the precise amount of said  
16 expenses and fees and prays for leave of court to amend this complaint when said  
17 amounts are more fully known in order to recover said expenses and fees as  
18 damages as allowed by statute.

19 SIXTH CLAIM FOR RELIEF

20 (Age Discrimination under the ADEA)

21 (Plaintiff against Defendant Crystal Cathedral and Does 1 through 10)

22 52. The allegations set forth in the preceding paragraphs are realleged and  
23 incorporated herein by reference.

24 53. The law prohibits discrimination in the workplace, including  
25 discrimination against workers on the basis of their age. The ADEA protects  
26 workers over 40 who have been treated unfairly or were the victims of age  
27 discrimination. 29 U.S.C. §631(a). Congress passed the ADEA to address the  
28 practice of employment discrimination against older workers, and especially to

1 redress the difficulty such workers faced in obtaining new employment after  
2 being displaced from their jobs. Crystal Cathedral, by and through its  
3 employees and managing agents, is charged with discriminating against plaintiff  
4 by using plaintiff's age, 59, as a motivating factor in the termination of plaintiff.  
5 Plaintiff was a qualified worker who was treated less favorably than other  
6 employees of defendants because of his age. At or about the time of Mr.  
7 Couchois' termination, Plaintiff is informed and believes and based thereon  
8 alleges that there was an employment posting on the internet for the editor  
9 position Mr. Couchois had held, seeking substantially less experience than Mr.  
10 Couchois had at the time of his termination. Plaintiff is informed and believes  
11 and based thereon alleges that his duties were taken over by a substantially  
12 younger worker.

13 54. Plaintiff received a notice of suit rights from the Equal Employment  
14 Opportunity Commission for age discrimination. Plaintiff invokes the ADEA as  
15 the basis for this statutory claim.

16 55. As a proximate result of defendant's willful, knowing and  
17 intentional discrimination against plaintiff, he has sustained and continues to  
18 sustain substantial losses in earnings and other employment benefits. Plaintiff  
19 therefore seeks to recover all wages and benefits that he would have earned if not  
20 terminated, and wages and benefits from the present time forward in an amount  
21 to be proven at trial.

22 56. Based on defendant's willful, malicious, despicable, and oppressive  
23 acts of discrimination against plaintiff, he seeks an award of other, special  
24 damages recoverable under the ADEA, including liquidated damages in an  
25 amount according to proof.

26 57. Plaintiff has incurred and continues to incur legal expenses and  
27 attorneys' fees. Plaintiff is presently unaware of the precise amount of said  
28 expenses and fees and prays for leave of court to amend this complaint when said

amounts are more fully known in order to recover said expenses and fees as damages as allowed by statute.

## PRAAYER

WHEREFORE, Plaintiff Patrick J. Couchois prays judgment against the defendant Crystal Cathedral Ministries as follows:

ON THE FIRST CLAIM FOR RELIEF:

- 7        1. For compensatory damages in an amount to be proven at trial, but  
8 which include without limitation, back pay, front pay, lost employee benefits,  
9 and other special, general and statutory damages, including damages for  
10 emotional distress, according to proof;

11        2. For punitive damages in an amount to be proven at trial;  
12        3. For an award of attorneys' fees and legal expenses to the extent  
13 allowed under the law; and  
14        4. For an award of interest, including pre-judgment interest at the legal  
15 rate

## ON THE SECOND AND FOURTH CLAIMS FOR RELIEF.

- 17        5. For compensatory damages in an amount to be proven at trial, but  
18 which include without limitation, back pay, front pay, lost employee benefits,  
19 and other special, general and statutory damages, including damages for  
20 emotional distress, according to proof;

21        6. Under Title VII, punitive damages in an amount to be proven at  
22 trial;

23        7. For an award of attorneys' fees and legal expenses to the extent  
24 allowed under Title VII and applicable law; and

25        8. For an award of interest, including pre-judgment interest at the legal  
26 rate;

ON THE THIRD AND FIFTH CLAIMS FOR RELIEF.

9. For compensatory damages in an amount to be proven at trial, but

which include without limitation, back pay, front pay, lost employee benefits, and other special, general and statutory damages, including damages for emotional distress, according to proof;

10. Punitive damages in an amount to be proven at trial;

11. For an award of attorneys' fees and legal expenses to the extent allowed under applicable law; and

12. For an award of interest, including pre-judgment interest at the legal rate;

ON THE SIXTH CLAIM FOR RELIEF:

13. For compensatory damages in an amount to be proven at trial, but which include without limitation, back pay, front pay, lost employee benefits, and other special, general and statutory damages, according to proof;

14. Liquidated damages in an amount to be proven at trial;

14        15. For an award of attorneys' fees and legal expenses to the extent  
15 allowed under applicable law; and

16        16. For an award of interest, including pre-judgment interest at the legal  
17 rate;

UNDER ALL CLAIMS FOR RELIEF:

17. For costs of suit incurred herein; and

20       18. For such other and further relief as this Court deems just and  
21 proper.

23 Dated: December 19, 2009

## BARRERA & ASSOCIATES

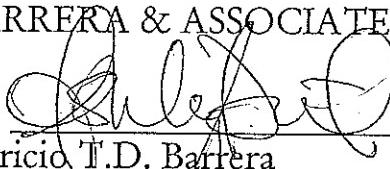
By: Patricia T.D. Barrera  
Ashley A. Davenport  
Attorneys for Plaintiff Patrick J. Couchois

1  
2                   DEMAND FOR JURY TRIAL  
3

4                   Plaintiff hereby demands a trial by jury.  
5

6                   Dated: December 16, 2009  
7

8                   BARRERA & ASSOCIATES  
9

10                  By:   
11

12                  Patricio T.D. Barrera  
13

14                  Ashley A. Davenport  
15

16                  Attorneys for Plaintiff Patrick J. Couchois  
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**UNITED STATES DISTRICT COURT  
CENTRAL DISTRICT OF CALIFORNIA**

**NOTICE OF ASSIGNMENT TO UNITED STATES MAGISTRATE JUDGE FOR DISCOVERY**

This case has been assigned to District Judge David O. Carter and the assigned discovery Magistrate Judge is Arthur Nakazato.

The case number on all documents filed with the Court should read as follows:

**SACV09 - 1500 DOC (ANx)**

Pursuant to General Order 05-07 of the United States District Court for the Central District of California, the Magistrate Judge has been designated to hear discovery related motions.

All discovery related motions should be noticed on the calendar of the Magistrate Judge

**=====**  
**NOTICE TO COUNSEL**

*A copy of this notice must be served with the summons and complaint on all defendants (if a removal action is filed, a copy of this notice must be served on all plaintiffs).*

Subsequent documents must be filed at the following location:

Western Division  
312 N. Spring St., Rm. G-8  
Los Angeles, CA 90012

Southern Division  
411 West Fourth St., Rm. 1-053  
Santa Ana, CA 92701-4516

Eastern Division  
3470 Twelfth St., Rm. 134  
Riverside, CA 92501

Failure to file at the proper location will result in your documents being returned to you.

## Name &amp; Address:

Patricio T.D. Barrera (SBN 149696)  
 BARRERA & ASSOCIATES  
 1500 Rosecrans Avenue, Suite 500  
 Manhattan Beach, CA 90266  
 Tel: (310) 802-1500

UNITED STATES DISTRICT COURT  
 CENTRAL DISTRICT OF CALIFORNIAPATRICK J. COUCHOIS *an individual*

CASE NUMBER

DOC (ANX)

PLAINTIFF(S)

v.

CRYSTAL CATHEDRAL MINISTRIES, a California Corporation; and DOES 1 through 10, inclusive,

SUMMONS

DEFENDANT(S).

SACV09-01500TO: DEFENDANT(S): CRYSTAL CATHEDRAL MINISTRIES

A lawsuit has been filed against you.

Within 21 days after service of this summons on you (not counting the day you received it), you must serve on the plaintiff an answer to the attached  complaint  amended complaint  counterclaim  cross-claim or a motion under Rule 12 of the Federal Rules of Civil Procedure. The answer or motion must be served on the plaintiff's attorney, Patricio T.D. Barrera, whose address is 1500 Rosecrans Ave., Suite 500, Manhattan Beach, CA 90266. If you fail to do so, judgment by default will be entered against you for the relief demanded in the complaint. You also must file your answer or motion with the court.

Clerk, U.S. District Court

DEC 18 2009

Dated: \_\_\_\_\_

By: \_\_\_\_\_

CHRISTOPHER POWERS

Deputy Clerk

SEAL

(Seal of the Court)

*[Use 60 days if the defendant is the United States or a United States agency, or is an officer or employee of the United States. Allowed 60 days by Rule 12(a)(3).]*

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA  
CIVIL COVER SHEETI (a) PLAINTIFFS (Check box if you are representing yourself )  
PATRICK J. COUCHOISDEFENDANTS  
CRYSTAL CATHEDRAL MINISTRIES

(b) Attorneys (Firm Name, Address and Telephone Number. If you are representing yourself, provide same.)

Patricia T.D. Barrera (SBN 149696), Barrera & Associates  
1500 Rosecrans Avenue, Suite 500, Manhattan Beach, CA 90266  
Tel: (310) 802-1500

Attorneys (If Known)

## II. BASIS OF JURISDICTION (Place an X in one box only.)

- 1 U.S. Government Plaintiff       3 Federal Question (U.S. Government Not a Party)
- 2 U.S. Government Defendant       4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES - For Diversity Cases Only  
(Place an X in one box for plaintiff and one for defendant.)

Citizen of This State

PTF    DEF  
 1     1

Incorporated or Principal Place of Business in this State

PTF    DEF  
 4     4

Citizen of Another State

PTF    DEF  
 2     2

Incorporated and Principal Place of Business in Another State

PTF    DEF  
 5     5

Citizen or Subject of a Foreign Country

PTF    DEF  
 3     3

Foreign Nation

PTF    DEF  
 6     6

## IV. ORIGIN (Place an X in one box only.)

- 1 Original       2 Removed from State Court       3 Remanded from Appellate Court       4 Reinstated or Reopened       5 Transferred from another district (specify):  6 Multi-District Litigation       7 Appeal to District Judge from Magistrate Judge

V. REQUESTED IN COMPLAINT: JURY DEMAND:  Yes     No (Check 'Yes' only if demanded in complaint.)CLASS ACTION under F.R.C.P. 23:  Yes     No MONEY DEMANDED IN COMPLAINT: \$ Amt in controversy exceeds \$75K

## VI. CAUSE OF ACTION (Cite the U.S. Civil Statute under which you are filing and write a brief statement of cause. Do not cite jurisdictional statutes unless diversity.)

Title VII, 42 USC 2000e; 42 USC 1981; ADEA 29 USC 621

## VII. NATURE OF SUIT (Place an X in one box only.)

OTHER STATUTES	CONTRACT	TORTS	TORTS	PRISONER PETITIONS	LABOR
<input type="checkbox"/> 400 State Reapportionment	<input type="checkbox"/> 110 Insurance	<input type="checkbox"/> PERSONAL INJURY	<input type="checkbox"/> PERSONAL PROPERTY	<input type="checkbox"/> 510 Motions to Vacate Sentence	<input type="checkbox"/> 710 Fair Labor Standards Act
<input type="checkbox"/> 410 Antitrust	<input type="checkbox"/> 120 Marine	<input type="checkbox"/> 310 Airplane	<input type="checkbox"/> 370 Other Fraud	<input type="checkbox"/> 520 Habeas Corpus	<input type="checkbox"/> 720 Labor/Mgmt. Relations
<input type="checkbox"/> 430 Banks and Banking	<input type="checkbox"/> 130 Miller Act	<input type="checkbox"/> 315 Airplane Product Liability	<input type="checkbox"/> 371 Truth in Lending	<input type="checkbox"/> 530 General	<input type="checkbox"/> 730 Reporting & Disclosure Act
<input type="checkbox"/> 450 Commerce/ICC Rates/etc.	<input type="checkbox"/> 140 Negotiable Instrument	<input type="checkbox"/> 320 Assault, Libel & Slander	<input type="checkbox"/> 380 Other Personal Property Damage	<input type="checkbox"/> 535 Death Penalty	<input type="checkbox"/> 740 Railway Labor Act
<input type="checkbox"/> 460 Deportation	<input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment	<input type="checkbox"/> 330 Fed. Employers' Liability	<input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 540 Mandamus/Other	<input type="checkbox"/> 790 Other Labor Litigation
<input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations	<input type="checkbox"/> 151 Medicare Act	<input type="checkbox"/> 340 Marine	<input type="checkbox"/> BANKRUPTCY	<input type="checkbox"/> 550 Civil Rights	<input type="checkbox"/> 791 Empl. Ret. Inc. Security Act
<input type="checkbox"/> 480 Consumer Credit	<input type="checkbox"/> 152 Recovery of Defaulted Student Loan (Excl. Veterans)	<input type="checkbox"/> 345 Marine Product Liability	<input type="checkbox"/> 422 Appeal 28 USC 158	<input type="checkbox"/> 555 Prison Condition	<input type="checkbox"/> PROPERTY RIGHTS
<input type="checkbox"/> 490 Cable/Sat TV	<input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits	<input type="checkbox"/> 350 Motor Vehicle	<input type="checkbox"/> 423 Withdrawal 28 USC 157	<input type="checkbox"/> 610 Agriculture	<input type="checkbox"/> 820 Copyrights
<input type="checkbox"/> 810 Selective Service	<input type="checkbox"/> 160 Stockholders' Suits	<input type="checkbox"/> 355 Motor Vehicle Product Liability	<input type="checkbox"/> CIVIL RIGHTS	<input type="checkbox"/> 620 Other Food & Drug	<input type="checkbox"/> 830 Patent
<input type="checkbox"/> 850 Securities/Commodities/ Exchange	<input type="checkbox"/> 161 Other Contract	<input type="checkbox"/> 360 Other Personal Injury	<input type="checkbox"/> 441 Voting	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881	<input type="checkbox"/> 840 Trademark
<input type="checkbox"/> 875 Customer Challenge 12 USC 3410	<input type="checkbox"/> 162 Contract Product Liability	<input type="checkbox"/> 362 Personal Injury-Med Mal Practice	<input type="checkbox"/> 442 Employment	<input type="checkbox"/> 630 Liquor Laws	<input type="checkbox"/> SOCIAL SECURITY
<input type="checkbox"/> 890 Other Statutory Actions	<input type="checkbox"/> 163 Franchise	<input type="checkbox"/> 365 Personal Injury-Product Liability	<input type="checkbox"/> 443 Housing/Accommodations	<input type="checkbox"/> 640 R.R. & Truck	<input type="checkbox"/> 861 HIA (1395ff)
<input type="checkbox"/> 891 Agricultural Act	<input type="checkbox"/> 210 Land Condemnation	<input type="checkbox"/> 368 Asbestos Personal Injury Product Liability	<input type="checkbox"/> 444 Welfare	<input type="checkbox"/> 650 Airline Regs	<input type="checkbox"/> 862 Black Lung (923)
<input type="checkbox"/> 892 Economic Stabilization Act	<input type="checkbox"/> 220 Foreclosure	<input type="checkbox"/> 462 Naturalization Application	<input type="checkbox"/> 445 American with Disabilities - Employment	<input type="checkbox"/> 660 Occupational Safety /Health	<input type="checkbox"/> 863 DIWC/DIWW (405(g))
<input type="checkbox"/> 893 Environmental Matters	<input type="checkbox"/> 230 Rent Lease & Ejectment	<input type="checkbox"/> 463 Habeas Corpus-Alien Detainee	<input type="checkbox"/> 446 American with Disabilities - Other	<input type="checkbox"/> 690 Other	<input type="checkbox"/> 864 SSD Title XVI
<input type="checkbox"/> 894 Energy Allocation Act	<input type="checkbox"/> 240 Tort to Land	<input type="checkbox"/> 465 Other Immigration Actions	<input type="checkbox"/> 440 Other Civil Rights		<input type="checkbox"/> 865 RSI (405(g))
<input type="checkbox"/> 895 Freedom of Info. Act	<input type="checkbox"/> 245 Tort Product Liability				<input type="checkbox"/> FEDERAL TAX SUITS
<input type="checkbox"/> 900 Appeal of Fee Determination Under Equal Access to Justice	<input type="checkbox"/> 290 All Other Real Property				<input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant)
<input type="checkbox"/> 950 Constitutionality of State Statutes					<input type="checkbox"/> 871 IRS-Third Party 26 USC 7609

FOR OFFICE USE ONLY: Case Number:

SACV09-01500

AFTER COMPLETING THE FRONT SIDE OF FORM CV-71, COMPLETE THE INFORMATION REQUESTED BELOW.

**UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA**  
CIVIL COVER SHEET

VIII(a). IDENTICAL CASES: Has this action been previously filed in this court and dismissed, remanded or closed?  No  Yes  
If yes, list case number(s): \_\_\_\_\_

VIII(b). RELATED CASES: Have any cases been previously filed in this court that are related to the present case?  No  Yes  
If yes, list case number(s): \_\_\_\_\_

Civil cases are deemed related if a previously filed case and the present case:

- (Check all boxes that apply)  A. Arise from the same or closely related transactions, happenings, or events; or  
 B. Call for determination of the same or substantially related or similar questions of law and fact; or  
 C. For other reasons would entail substantial duplication of labor if heard by different judges; or  
 D. Involve the same patent, trademark or copyright, and one of the factors identified above in a, b or c also is present.

IX. VENUE: (When completing the following information, use an additional sheet if necessary.)

(a) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which EACH named plaintiff resides.

Check here if the government, its agencies or employees is a named plaintiff. If this box is checked, go to item (b).

County in this District:*	California County outside of this District; State, if other than California; or Foreign Country
Los Angeles	

(b) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which EACH named defendant resides.

Check here if the government, its agencies or employees is a named defendant. If this box is checked, go to item (c).

County in this District:*	California County outside of this District; State, if other than California; or Foreign Country
Los Angeles	

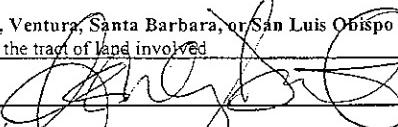
(c) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which EACH claim arose.

Note: In land condemnation cases, use the location of the tract of land involved.

County in this District:*	California County outside of this District; State, if other than California; or Foreign Country
Orange County	

\* Los Angeles, Orange, San Bernardino, Riverside, Ventura, Santa Barbara, or San Luis Obispo Counties

Note: In land condemnation cases, use the location of the tract of land involved.

X. SIGNATURE OF ATTORNEY (OR PRO PER): 

Date 12/16/09

Notice to Counsel/Parties: The CV-71 (JS-44) Civil Cover Sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law. This form, approved by the Judicial Conference of the United States in September 1974, is required pursuant to Local Rule 3-1 is not filed but is used by the Clerk of the Court for the purpose of statistics, venue and initiating the civil docket sheet. (For more detailed instructions, see separate instructions sheet.)

Key to Statistical codes relating to Social Security Cases:

Nature of Suit Code	Abbreviation	Substantive Statement of Cause of Action
861	HIA	All claims for health insurance benefits (Medicare) under Title 18, Part A, of the Social Security Act, as amended. Also, include claims by hospitals, skilled nursing facilities, etc., for certification as providers of services under the program. (42 U.S.C. 1935FF(b))
862	BL	All claims for "Black Lung" benefits under Title 4, Part B, of the Federal Coal Mine Health and Safety Act of 1969. (30 U.S.C. 923)
863	DIWC	All claims filed by insured workers for disability insurance benefits under Title 2 of the Social Security Act, as amended; plus all claims filed for child's insurance benefits based on disability. (42 U.S.C. 405(g))
863	DIWW	All claims filed for widows or widowers insurance benefits based on disability under Title 2 of the Social Security Act, as amended. (42 U.S.C. 405(g))
864	SSID	All claims for supplemental security income payments based upon disability filed under Title 16 of the Social Security Act, as amended.
865	RSI	All claims for retirement (old age) and survivors benefits under Title 2 of the Social Security Act, as amended. (42 U.S.C. (g))